

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

200 W. Washington, Suite 301
Indianapolis, IN 46204
(317) 233-0696
<http://www.in.gov/legislative>

FISCAL IMPACT STATEMENT

LS 7141

BILL NUMBER: HB 1751

NOTE PREPARED: Jan 3, 2003

BILL AMENDED:

SUBJECT: Employee Review of Personnel Records.

FIRST AUTHOR: Rep. Mays

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: ☒ **GENERAL**
☒ **DEDICATED**
☒ **FEDERAL**

IMPACT: State & Local

Summary of Legislation: This bill provides that, upon written request from an employee, an employer shall provide the employee with an opportunity to review the employee's personnel records on a periodic basis, with certain exceptions. It provides a procedure to follow if the employee disagrees with the information contained in the personnel record. The bill provides that a court shall award damages to the employee if the employer violates any of these provisions.

Effective Date: July 1, 2003.

Explanation of State Expenditures: This bill could impact state agencies insofar as it may require them to make changes in the management of employment records. The bill specifies what types of information may be included in an employment record and specifies procedures for disagreements over the contents of employee records. The agency costs associated with this bill are expected to be minimal. Under current law, public employees and their agents have the right to view their individual personnel files.

Explanation of State Revenues:

Explanation of Local Expenditures: The provisions in the bill described above would also apply to local units that have at least four employees.

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected: All.

Information Sources:

Fiscal Analyst: Chuck Mayfield, 317-232-4825